

**EEOC Training Institute  
St. Louis Technical Assistance Program Seminar Agenda  
Two Day Seminar - July 18 - 19, 2006**

**Day 1 – July 18<sup>th</sup> Agenda Highlights:** Over 75,000 employers may be charged with workplace discrimination this year. Will you be one of them? Come to St. Louis for two days of practical, interactive workshops with the experts. You can register for one or both days. The first day includes "Generations in Change," hot topics in current labor and employment laws (ADA, FMLA and Wage & Hour) and an employment discrimination case study. Don't miss this first ever two day opportunity to network with St. Louis District Director, James R. Neely, Jr. and other EEOC staff.

**8:00 a.m. Registration**

**9:00 a.m. Welcome/Opening Remarks**  
*James R. Neely, Jr.* EEOC St. Louis District Director  
*Sharron Blalock*, EEOC St. Louis District Training Manager

**9:30 a.m. "Generations in Change"**  
Enjoy this multi-media experience with music and scenes from the 40"s, 60's, 90"s, etc, while learning tips on managing today's multi-generational and diverse workforce to enhance job satisfaction and minimize discrimination complaints. Don't let situations escalate costly workplace disputes. Hear from this professional trainer and expert on generational differences on this relevant topic.  
*Phil Bruno*, President of Treat 'em Right,  
*Creator of "The Mirrored Lake Effect"*

**10:45 a.m. Break**

**11:00 a.m. Workshops A: (Choose One)**

**Workshop A1: Hot Topics in Labor and Employment Law**  
This session will explore human resource issues raised in today's headline news as well as hidden landmines contained in labor and employment law developments in the past year. Stay abreast of the newest changes affecting employers, and learn what legal developments human resource professionals can expect to see in the year ahead in this informative, interactive session.  
*Michael L. Blumenthal*, Attorney at Law  
Constangy, Brooks & Smith, LLC

**Workshop A2: Resolve EEO Issues Quickly: Choose Mediation**  
Have you ever wondered, "Why should we use mediation for conflict resolution when we haven't done anything wrong?" or "What are the benefits?" Find out why more and more employers are choosing this important tool to resolve employment disputes. Private, public and federal sector mediation issues will be discussed in this interactive session. A must attend for the HR professional, manager or EEO counselor. Time for questions and answers.  
*Maria Schulte--EEOC*, St. Louis District ADR Coordinator  
*Lloyd Jack Vasquez, Jr.--EEOC*, St. Louis Administrative Judge

**Workshop A3: Case Study--Part 1**

Presented in two parts. A basic understanding of EEO laws is needed for both Parts 1 and 2. Participants will investigate a "real life" discrimination complaint and be asked to review and discuss all aspects of the case to include fact patterns, witness statements, documentary evidence, etc. Fact patterns will be distributed during the workshop and participants are encouraged to attend both days. Don't miss out!! Plan to attend Part II to find out how it ends.

*Sharron Blalock, EEOC District Outreach/Education Manager*

**12:15 p.m.**

**Lunch** (A great networking opportunity)

**1:30 p.m.**

**Workshops B: (Choose One)**

**Workshop B1: Hot Topics in Labor/Employment Law (repeat)**

**Workshop B2: National Labor Relation Board (NLRB) Updates**

What's new with the NLRB?? Come to this workshop to find out! This session will provide a basic overview of the NLRB and other important issues related to anyone dealing with labor union issues.

*Staff from the National Labor Relations Board in St. Louis*

**Workshop B3: ADA & FMLA: What's the Difference??**

Have you ever tried to navigate the murky employment waters of the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA)? EEOC and DOL have partnered together to bring you a practical, interactive session on these overlapping laws.

*Sharron Blalock, EEOC St. Louis District Training Manager*

*Mamie Holt, Senior Investigator, Wage/Hour--Department of Labor*

**2:45 p.m.**

**Break**

**3:00 p.m.**

**Workshops C: (Choose One)**

**Workshop C1: Hot Topics in Labor & Employment Law (repeat)**

**Workshop C2: Federal Sector Workshop: St. Louis District**

Come with your Federal Sector Program questions. Dialogue with Supervisory Administrative Judge Vasquez about the EEO federal process. A must for federal agency staff.

*Lloyd Jack Vasquez, Jr.--EEOC, St. Louis Administrative Judge*

**Workshop C3: ADA & FMLA: What's the Difference? (repeat)**

**4:15 p.m.**

**Wrap-Up**

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**Day 2 – July 19<sup>th</sup> - Agenda Highlights:** Get ready for this second day of practical, interactive workshops with the experts. Hear from Michael Aitken, Director of Governmental Affairs with the Society of Human Resource Management's (SHRM) on legislation that could change your job. The day will be packed with guidance and tips on such issues as immigration-related employment, disability law updates, wage and hour issues, religion in the workplace and more. Don't miss this opportunity to network with St. Louis District Director, James R. Neely, Jr. and other EEOC staff.

**8:00 a.m.                      Registration**

**9:00 a.m.                      Welcome**  
*James R. Neely, Jr.* EEOC St. Louis District Director  
*Sharron Blalock*, EEOC District Outreach/Education Manager

**9:30 a.m.                      "New Developments in HR"**  
**A Public Policy Update**  
General session on current legislation of particular interest to Human Resource personnel straight from the nation's capital!  
*Michael Aitken*, Director, Governmental Affairs  
Society of Human Resource Management (SHRM)

**10:45 a.m.                      Break**

**11:00 a.m.                      Workshops A:              (Choose One)**

**Workshop A1: Case Study: Part 2**  
Find out how it all ends during Part 2 of this two part workshop. A basic understanding of EEO laws is needed. Participants will benefit more if they attended Part 1, but it is not a requirement. Fact patterns, witness statements, documentary evidence, etc., will be discussed in this "real life" employment discrimination complaint. If you attended Part 1, don't miss Part 2!  
*Sharron Blalock*, EEOC District Outreach/Education Manager

**Workshop A2: Hot Topics: Immigration-Related Employment Discrimination Prevention**  
Discussion of the following "hot" topics dealing with immigration  
⇒ Avoiding discrimination against work-authorized individuals because of national origin, citizenship, immigration status  
⇒ Mastering the I-9 form  
⇒ Handling social security mismatched letters  
⇒ Understanding the Immigration Naturalization Act of 1986  
*Staff, Office of Special Counsel*  
U.S. Department of Justice/Immigration-Related Unfair Employment Practices

**Workshop A3: The "Wage & Hour Money Pits"**

**Exempt, Non-Exempt, Overtime & Fair Pay Act**

Get practical guidance and tips on these often confusing issues from a senior investigator with DOL in St. Louis. Time for Questions and Answers.

*Mamie Holt*, Senior Investigator, Wage & Hour, DOL

**12:15 p.m.**

**Lunch** (A great networking opportunity)

**1:30 p.m.**

**Workshops B: (Choose One)**

**Workshop B1: Faith @ Work: A Look at the "Sleeping Giant"**

Religious discrimination is a giant slowly awakening in today's workplace. Participate in this practical, interactive workshop that examines this emerging employment discrimination issue. Real cases will be used for discussion. Time for questions and answers.

*Sharron Blalock*, EEOC District Outreach/Education Manager

**Workshop B2: Hot Topics: Immigration-Related Employment Discrimination Prevention (repeat)**

**Workshop B3: The "Wage & Hour Money Pits" (repeat)**

**2:45 p.m.**

**Break**

**3:00 p.m.**

**Workshops C: (Choose One)**

**Workshop C1: Faith @ Work: A Look at the "Sleeping Giant" (repeat)**

**Workshop C2: Fact is Stranger Than Fiction: Disability and Reasonable Accommodation Case Law Update**

This workshop will cover recent disability case law decisions dealing with reasonable accommodation issues. Emphasis will be on federal sector decisions, but will include some cases from the private sector as well.

*Lloyd Jack Vasquez, Jr.*, EEOC, St. Louis Administrative Judge

**Workshop C3: The "Wage & Hour Money Pits" (repeat)**

**4:15 p.m.**

**Wrap-Up**